

Two Rocks Primary School



Business Plan
2025-2028

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Introduction

At Two Rocks P.S we maintain a very high standard by ensuring that staff and students have High Expectations and are constantly challenging themselves. We expect that all our students will achieve their absolute potential.

To achieve this goal, we analyse school data to monitor each student's progress, set rigorous goals and targets, and provide support to help our students achieve their individual objectives. We ensure that our students make significant progress, constantly challenge themselves, while fostering a culture of self-belief.

This is further enhanced by the high-quality professional learning we offer all staff. The school structure allows teachers to continually improve their pedagogical practice, trial ideas and strategies, and ensure they are constantly striving for self-improvement. This empowers them to move along the continuum from good teachers to great teachers, thus ensuring the successful tailoring of educational programs to meet all students' needs. We extend and challenge students in areas where they excel, and assist and support those in areas where they feel challenged. All of this is achieved within the classroom setup, ensuring that all students feel supported to trial ideas and take risks in a safe, nurturing environment.

The school is committed to delivering quality education for our coastal and surrounding rural communities. We cater for over 450 students from Transition to Year 6, and although student numbers have remained steady over the past few years, they are expected to increase as developers release land for housing. The needs of students are met by the school's highly supportive, dedicated team of staff. The 2024-2028 Business Plan is designed to build on our success, enhance our learning programs, community relationships, and leadership opportunities. We continue the journey of increasing staff expertise in the use of instructional strategies to further improve school performance. The Business Plan details our vision, beliefs, and the key targets we have identified to ensure that Two Rocks Primary School maintains the high standards that have been set. The school promotes and encourages parent and community participation in all whole-school activities. The School Board meets every term to assist with the governance of the school. The Board's membership consists of parents, teachers, and community members who respond effectively to the educational needs of the school community, as well as those related to sustainability, health, heritage, conservation, and civic responsibilities.



Our School

Our Ethos

Two Rocks Primary School is characterised by the principles of tolerance, acceptance and respect not only of ourselves but also of each other, irrespective of gender, culture, age or background. This is further characterised by a high respect for endeavour, intellectual and sport activities incorporating a sense of social responsibility both in school and the wider community.



Our Focus

- Ensure that there is a consistent approach across the school in all areas.
- Ensure that the tools for transference of knowledge are effectively taught in all classes.
- Ensure that all classes engage the students in Warm-Ups for Literacy and Mathematics.
- Ensure that all teachers are utilising a range of Instructional Strategies to increase students' higher order thinking skills.
- Ensure High Expectations are standard for all students and staff.



Our Values

- R**espect
- I**nnovation
- C**onsistency
- H**igh
- E**xpectations
- S**upport



Our School

Two Rocks Primary School operates under an effective and inclusive leadership model that empowers staff and encourages a collaborative approach to school improvement. The school follows a distributed leadership model, ensuring that leadership responsibilities are shared across the school. This approach supports and encourages teachers to take on leadership roles, fostering a sense of ownership and shared responsibility for the school's success. Leadership at Two Rocks Primary is cohesive, supportive, and inclusive, with a strong focus on setting high expectations for both leaders and staff. The Principal and Leadership Team foster a culture of collective responsibility, where every member of staff is accountable for the success and well-being of all students. This collaborative approach ensures that leadership is not top-down but is shared, empowering staff to contribute to decision-making and the overall direction of the school.

There is a clear and aligned connection between the school's Business Plan, Operational Plan, Learning Area Plans, and Strategic Plans. This ensures that all school activities and initiatives are focused on common goals and are consistently driving towards the school's overarching objectives. Leaders work closely with staff to ensure these plans are effectively implemented, regularly reviewing and adjusting as necessary to meet the needs of students. School leaders provide valuable guidance and instructional support to teachers, helping them to grow professionally and refine their teaching practices. Teachers are encouraged to pursue further career development opportunities, such as applying for Senior Teacher or Level 3 Classroom Teacher status, and the school provides the necessary support to help them achieve these goals.

Change is managed carefully and in a timely manner, with strong support provided to staff to ensure the successful implementation of new initiatives. Leaders at Two Rocks Primary are committed to managing change effectively, ensuring that staff have the resources, training, and guidance they need to adapt to new practices and innovations.

Strategies

- Continue to provide Leadership opportunities to all staff.
- Foster and encourage greater involvement of the Student Leadership Team.
- Continue to utilise Peer Coaches to assist in teacher development.
- Continue to ensure that research-based initiatives and strategies are implemented using effective change management processes.
- Continue to provide third tier of leadership through the use of Manager Roles including Data and Assessment Manager, Coaching and Conferencing Manager and Student Achievement and Support Manager.
- Continue to ensure effective alignment of the schools' Strategic Plans, Business Plans and Operational Plans to Departmental strategies, priorities and initiatives.
- Continue to invest in the Instructional Intelligence Accreditation Program provided by Dr Rebecca Saunders to upskill staff in leading school and systemic change.

Success Criteria

Maintain a score of 90 or more in the OHI survey of Leadership Effectiveness.

Leadership



Our School

Two Rocks Primary School provides a positive, calm, and inclusive learning environment that is designed to foster the well-being and success of all students. The school prioritises mental health and well-being, ensuring that students feel supported, valued, and encouraged to thrive both academically and emotionally.

The learning spaces at Two Rocks Primary School are fresh, well-maintained, and thoughtfully designed to facilitate engagement, creativity, and collaboration. Classrooms are equipped with modern resources and offer a welcoming atmosphere where students can feel comfortable and focused. These spaces are conducive to active learning, with open classrooms that support a variety of teaching methods and activities. Teachers “loop” with their cohort, ensuring continuity of learning programs as well as establishing positive relationships between teachers, students and families.

Cultural inclusivity is a key value at Two Rocks Primary, with a strong commitment to creating a responsive and respectful environment for all students. The school celebrates diversity and ensures that students’ cultural backgrounds and identities are acknowledged and embraced, promoting a sense of belonging and pride among everyone in the school community.

In line with its commitment to high expectations, the school fosters an environment of collaboration and respect, where students are encouraged to work together, share ideas, and support one another in their learning journeys. Teachers set clear expectations for academic achievement and personal growth, while also emphasising the importance of empathy, kindness, and respect for others.

Strategies

- Clear and consistent Behaviour Management Expectations.
- Open classrooms and looping model.
- Comprehensive attendance policy and procedures.
- Outdoor classroom and bright well-maintained classrooms.
- Regular meetings with indigenous families.
- Mental Health and Well-Being strategy.
- Dedicated Student Achievement and Support Manager to oversee student Mental Health and Students at Educational Risk.
- Positive incentives for good behaviour, attendance and work ethic.
- Onsite Counsellor 3 days per fortnight to support student Mental Health and Well-Being.

Success Criteria

90% of students to achieve Consistently or Often on the ABE’s.

95% of students feel safe in their classroom according to the Safe Zone Survey.

90% of students attend school 95% of the time.

Learning Environment



Our School

Two Rocks Primary School is committed to delivering high-quality teaching that reflects shared beliefs about the importance of engaging, inclusive, and effective learning. The school fosters a collaborative culture where educators work together to continually improve their practice, ensuring that all students receive the best possible educational experience. Teaching programs at Two Rocks Primary School are thoughtfully aligned with the Western Australian Curriculum. Teachers are dedicated to providing a consistent, high-quality curriculum that challenges students to think critically and achieve their best.

The school has a strong focus on ongoing Professional Development, with a rigorous Coaching and Conferencing schedule linked to Performance Management. There is a high level of professional learning offered to all staff, enabling them to deepen their expertise and remain responsive to the evolving needs of their students.

In addition, Two Rocks Primary is committed to the effective use of Information and Communication Technology (ICT) in the classroom.

Teachers at Two Rocks Primary School are data literate practitioners who consistently interrogate their classroom data as well as standardised testing results to track, plan and differentiate the learning experiences for our students.

Staff at Two Rocks Primary are trained in Instructional Intelligence, with a deep understanding of how to use evidence-based teaching strategies to maximise student outcomes. All staff are provided with Professional Learning on Classroom Management Strategies and explicit teaching techniques, ensuring that learning environments are structured, supportive, and conducive to student success.

Strategies

- Annual Staff Induction.
- Extensive Professional Learning Calendar that aligns to school priorities, programs and research based pedagogy.
- Rigorous Performance Management Process aligned to Coaching and Conference Model.
- Dedicated Coaching and Conferencing Manager to oversee teacher goals and assist with planning for improvement.
- Each cohort is provided a dedicated paraprofessional to assist with teaching and learning of small, targeted groups.
- Collaborative teaching teams with planned collaborative DOTT time.
- Students grouped into cohorts with a dedicated teaching team, allowing for fluidity of student groupings and targeted learning experiences.
- Engagement in the TeachWell program.
- Data informed planning with the assistance of the dedicated Data and Assessment Manager.
- School provided 1:2 iPad ratio in Junior Primary and 1:1 iPad ratio in the Upper Primary to support the teaching and learning of ICT.
- Continue to ensure teaching and learning programs are aligned to the Quality Teaching Strategy.

Success Criteria

Year on Year improvement in student achievement measured using Elastik.

90% of teachers meet their professional goals.

Teaching Quality



Our School

Two Rocks Primary School demonstrates an effective and strategic approach to resource management, ensuring that all aspects of the school's operations are aligned to support optimal teaching and learning outcomes. Our clear and aligned Strategic Plans, Learning Area Plans, Operational Plans, and Committee Plans form the foundation for all resource allocation, ensuring a cohesive approach to achieving the school's goals.

Budgets are closely monitored by Learning Area Leaders, ensuring that funds are spent efficiently and effectively to support the needs of each area. Financial management is a priority, and the school places great emphasis on ensuring that all resources are used responsibly and transparently. A dedicated purchasing officer carefully researches and sources teaching and learning materials, ensuring that all funds are used judiciously to benefit students and support high-quality learning experiences.

The school also has a solid leasing plan in place for the provision of and maintenance of ICT equipment, ensuring that up-to-date technology is always planned for and readily available.

Human resources are deployed effectively across the school, with strategic use of internal relief to minimise disruption to learning and ensure continuity of teaching. In addition, the employment of extra paraprofessionals in each cohort provides additional support for both students and teachers, helping to maximise individual student success and create a more inclusive learning environment.

To maintain the school's positive learning environment, a comprehensive maintenance plan is in place, ensuring that the school's facilities are always well-kept, safe, and conducive to high-quality teaching and learning. This ensures that the school remains a welcoming, organised, and inspiring place for both students and staff. Overall, Two Rocks Primary School effectively utilises its resources to create a well-rounded, strategic approach to school management. With a focus on financial responsibility, the integration of up-to-date technology, the efficient deployment of human resources, and the upkeep of the school environment, the school ensures that all resources are used to their maximum potential in support of student learning and well-being.

Strategies

- Dedicated Purchasing Officer.
- Learning Area Plans and Budgets overseen by Learning Area Leaders.
- Seek Grant opportunities.
- Leasing Plan to be continued and up to date.
- Human resources including internal relief to continue.
- The Hiring of Paraprofessionals to support each cohort in the delivery of Teaching and Learning Programs.
- Dedicated Finance Committee to meet and approve the use of finances.

Use of Resources



Our School

At Two Rocks Primary School, student achievement and progress are viewed as a collective responsibility, with all staff working collaboratively to ensure every student reaches their full potential. The staff at Two Rocks Primary are highly data literate, using student data to inform their teaching and identify areas where learning gaps exist. Teachers work closely together to plan targeted lessons designed to close these gaps, ensuring that each student receives the support they need to succeed. This data-driven approach allows for precise, evidence-based decision-making that directly impacts student progress.

A dedicated Data and Assessment Manager oversees the school's rigorous data and assessment schedule, ensuring that assessments are conducted consistently and that the resulting data is effectively used to guide instructional practices. This role also involves meeting with teachers to support their data needs, providing guidance on how to interpret and use data to inform their teaching.

Learning Area Plans at Two Rocks Primary set high expectations for student achievement, establishing clear goals for what students should accomplish at each stage of their learning journey. These plans provide a framework for teachers to align their lessons with school-wide objectives, ensuring that all students are challenged to achieve their best.

At Two Rocks Primary, a Student Achievement and Support Manager works closely with teachers to provide the resources, time, and support needed to assess students effectively. This role ensures that teachers are empowered to track student progress and receive the assistance required to address individual student needs.

Classroom data is carefully monitored and updated on a weekly basis, allowing for dynamic and fluid grouping of students. This ongoing analysis of data enables teachers to respond to the evolving needs of their students, ensuring that all students are provided with the right support at the right time.

Strategies

- Collaborative DOTT planned and timetabled.
- Dedicated Data and Assessment Manager.
- Data Days twice per year.
- On-Entry testing for PP and Year 1.
- PAT data collected twice per year.
- Use of Elastik Gap Analysis Tool.
- Classroom Data Spreadsheets for all cohorts and specialist Learning Areas.
- Termly data meetings to discuss student progress.
- Student Achievement and Support Manager to assist teachers in locating resources and discussing learning needs.

Success Criteria

PAT Targets:

More than 65% of students will achieve a scale score at or above the median.

More than 95% of students will achieve the expected scale score growth when tested in Term 4.

NAPLAN Targets

Two Rocks Primary School will achieve on average, equal to or greater than the Australian Mean in all assessments when tested in the National Assessment Program of Literacy and Numeracy.

Student Achievement & Progress



Our School

Two Rocks Primary School is deeply committed to fostering and maintaining effective relationships and partnerships, both within the school and with the wider community. The school enjoys a positive image in the local community, built on its strong reputation for creating a respectful and supportive environment. This positive atmosphere encourages active parent and community involvement, ensuring that the school remains a central and welcoming part of the local area.

A key element of the school's governance is its dedicated School Board, made up of teachers, parents, and community members. The Board meets regularly to discuss the effective governance of the school, providing a platform for collaborative decision-making and ensuring that all stakeholders have a voice in the direction of the school.

Two Rocks Primary also places a strong emphasis on building and maintaining partnerships with other schools and organisations. We are actively involved in the Bush to Beach Network, fostering effective collaborations with nearby schools to share resources, strategies, and best practices. Additionally, the school maintains a close relationship with Yanchep Secondary College, ensuring a smooth transition for students as they move on to secondary education.

The school works to engage and support its Indigenous families, encouraging them to meet and share the specific needs of their cultural community. This approach ensures that the school remains culturally responsive and that all students feel valued and included.

As a Fogarty Mentor School, Two Rocks Primary also provides assistance and support to other schools, sharing its knowledge and expertise to help improve educational outcomes across the region.

Clear and open communication is a cornerstone of the school's approach to community engagement. The Administrative Team ensure that students are welcomed every morning, creating a positive and inclusive start to the school day. Additionally, the school's Transition to Kindergarten program provides targeted workshops for parents, helping them to navigate the early education journey and engage with their children's learning from the outset.

Strategies

- Continue to foster the public positive image of our school within the community.
- Active Promotion of The School Board.
- News from the School Board to be included in the Termly "Wave" publication.
- SeeSaw used as a tool to communicate and share learning with parents.
- Regular Meetings with Indigenous Families to share their needs and ideas.
- "Wacky Wednesday" student and family fun day to promote parent involvement and positive mental health.
- Administration Team to welcome students and families at the school gates each morning.
- Continue to foster positive partnerships with external agencies.
- Continue to maintain positive relationships and partnerships within the Bush to Beach Network.

Relationships & Partnerships

Two Rocks Primary School



Awards & Accolades

Winner: WA Education Awards 2023

Excellence in School Leadership

Two Rocks Primary School was the proud recipient of the WA Education Awards Excellence in Leadership. Our school prides itself on the distributed leadership model it has established.

Public School Review 2023

Exemplary Practice Across 6 Domains

"It is pleasing to read, in your latest report, of your schools' ongoing commitment to an improvement culture that has created and sustained conditions for ongoing student success."
Joanne Harris, Steve Watson & Lou Zeid (Directors of Education)

"The performance of your school, determined through your self-assessment submission and validated by the review team, has been confirmed to be exceptional." Malesha Sands, Deputy Director General, Schools.

Dr Rebecca Saunders

Instructional Intelligence Facilitator
Assistant Professor in Education – Mary Immaculate College, Thurles, Ireland.
Adjunct Lecturer in Education – Murdoch University, Perth, Australia.

"For me, Two Rocks Primary School stands as a beacon for its exceptional, innovative leadership and wise, research driven student-centred approach to teaching and learning. I regularly use TRPS as model example in my research and work around the world, as a school that values and supports a dedicated teaching team that skilfully and collectively works to ensure every child's unique potential is recognised and nurtured."

Dr Effie White

Program Lead, School Improvement
Fogarty EDvance

The Fogarty EDvance team has built a strong partnership with Two Rocks Primary School, thanks to the school's outstanding contribution to supporting other school leaders as they navigate the process of school improvement.

As an EDvance Alumni school, Two Rocks has maintained a focus on sustaining and enhancing their exemplary student outcomes. The school's journey highlights an ordered and sustainable process of school improvement, and this is why it is one of the schools we use as a case study for new leaders on the EDvance program.

Winner

Excellence in
school leadership

WA Education Awards 2023



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